

# Department of Cultural Affairs Facts – FY '07

http://www.culturalaffairs.org/



## General Information

**Address:** New Historical Building  
600 East Locust  
Des Moines, IA 50319-0290

## Workforce Data (unless otherwise noted, information provided is at the end of FY '07)

# FT EEs: 71	# PT EEs: 6	# Temporary EEs: 41	Average Length of Service: 13.07
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Span of Control: 9.50	% Performance Evaluations Completed: 78%	Total Unemployment Insurance Claims: 2
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	30	<25	0	45-54	2	# of Females:	43	# of Males:	28
25-34	8	55-64	22	25-34	0	55-64	4	% of WF:	60.56%	% of WF:	39.44%
35-44	8	65+	3	35-44	0	65+	2	Average Age:	48.07	Average Age:	53.33
Employee Average Age: 50.14				Supervisor Average Age: 57.80				Average Length of Service: 11.28		Average Length of Service: 15.81	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	2	# of African-American:	1	# of Non-minorities:	62
% of Workforce:	2.82%	# of Asian:	0	% of Workforce:	87.32%
Average Age:	38.71	# of American Indian:	0	Average Age:	50.49
Average Length of Service:	1.64	# of Hispanic or Latino:	1	Average Length of Service:	13.81

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	2	# of Persons With Non-Disabilities:	64
% of Workforce:	2.82%	% of Workforce:	90.14%
Average Age:	58.94	Average Age:	50.00
Average Length of Service:	21.29	Average Length of Service:	12.84

Officials/Administrators EEO Category 1: 6	Professionals EEO Category 2: 47	Technicians EEO Category 3: 3	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 8	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 7

Separation Rate: 7.46%	Hire Rate: 10.45%	Number Hires: 6	Transfer In: 1
Retirements: 0	All Terminations: 0	Voluntary Quits: 5	Transfer Out: 0

# of Classes Used: 24	Most Populous Classes: Historical Program Spec (26), Arts Programmer 2 (4), Info Specialist 2 (4), Librarian 2 (4)
Separations - By Class:	Dir Dept of Cultural Affrs (1), Library Assoc (1), Program Planner 1 (1), Program Planner 2 (1), Public Service Exec 4 (1)
# Eligible for Retirement: 17	% Eligible: 23.94%

## Leave and Benefits (unless otherwise noted, information provided is at the end of FY '07)

Vacation Payouts: \$39,058.01	Sick Leave Payouts: \$3,179.91	Annual Payroll: \$3,974,177.87	Avg. Base Salary: \$51,407	Overtime Days Worked: 92.6
Overtime Cost: \$18,322.25	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$3,232.32	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$45,922.02	Vacation Pay - Earned Value: \$285,801.16	Vacation Days Earned: 1,436.2	Vacation Used Expense: \$238,622.91	Vacation Days Taken: 1,193.3
Workers' Comp Days Used: 49	Sick Leave Days Earned: 1,217.6  Sick Leave -Earned Value: \$222,423.18	Reg. Sick Leave Used Expense: \$97,381.25	Reg. Sick Leave Days Used: 535.0  Avg. Sick Leave Days Per EE: 7.54	Converted Sick Leave To Vacation Days Used: 242.5  Converted Sick Leave To Vacation Used Expense: \$51,325.08
Injury Leave Used Expense: \$813.86	Injury Leave Days Used: 4.3	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 5 Up (Vacant): 2 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$58,195.38	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$8,818.72	Funeral Days Used: 45.5	Extraordinary Pay: \$7,140.00		
Jury Leave Used Expense: \$233.92	Jury Leave Days Used: 1.0	Special Duty Pay: \$0		

\* based on difference between average of old and new pay grade FY '07. Vacancies and laterals were not calculated into the "cost."

## Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

<b>Females:</b> Current Year (FY '07) RUU: N/A Current Year (FY '07) Goal: N/A	<b>Minorities:</b> Current Year (FY '07) RUU: N/A Current Year (FY '07) Goal: N/A	<b>PWD:</b> Year (FY '07) RUU: 5 Current Year (FY '07) Goal: 1
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Sources: AS400 Queries; "Just the Facts for FY07" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: August 15, 2008